MASSACHUSETTS/AFL-CIO

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December 14,1989

TO: MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL MEMBERS

DEAR VICE PRESIDENT:

This is to advise you of a change in the events that were scheduled for the Board Meeting to be held on December 21, 1989.

Newly changed arrangements are as follows:

The Executive Council will meet on:

DATE: THURSDAY, DECEMBER 21st

TIME: 11:00 A.M.

PLACE: PARKER HOUSE - MEZZANINE

Directly following the Council Meeting there will be a Christmas-Holiday reception and luncheon for the Vice Presidents **also to be held at the Parker House.** The room will be posted on the Mezzanine.

Enclosed please find the Minutes of the November 16th Executive Council Meeting for your perusal and acceptance.

Please make every effort to attend the Meeting and the Luncheon.

Looking forward to seeing you on Thursday, December 21st.

In solidarity,

Robert J. Haynes

ROBERT J. HAYNES
SECRETARY-TREASURER

P.S. - Kindly R.S.V.P. (617) 227-8260

encl.

MASSACHUSETTS / AFL-CIO
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MINUTES
MASSACHUSETTS AFL-CIO EXECUTIVE COUNCIL MEETING
THURSDAY, NOVEMBER 16, 1989 -10:00 A.M.
LOCAL 12 - PLUMBERS UNION HALL
1240 Massachusetts Avenue
Boston, Mass.

PRESENT: President Osborn, Secretary-Treasurer Haynes, Executive Vice Presidents Lydon, Faherty and Farmer, Vice Presidents Cardinal, Chirillo, Collins, Dart, Dimitropolis, Donegan, Irvin, Leahy, Mahar, Phinney, Rodriques, Walsh and Williams.

ABSENT: Vice Presidents Abdow, (ub); Alman, (ub); Butler, (ub); Chigas, Ciejka, (ub); Conley, DeRosa, (ub); Devlin, (ub); Ferris, Foley, Joyce, (ub); Kerr, (ub); LeBlanc, (ub); McDevitt, Mills, Mullane, Ollivierre, Romano, (ub); Simmons, (ub); Thomas, Thompson, (ub).

The Council Meeting was opened with a prayer read by V.P. Cardinal.

MMS to accept the Minutes of the October 3, 1989 Executive Council Meeting. So voted.

President Osborn advised his report would be lengthy as it was approximately 7 weeks since the last Council meeting.

PRESIDENT'S REPORT:
President Osborn reported that action was taken on approximately 40 resolutions at the State Council Convention and thanked the Vice Presidents for their attendance and support during the Convention.

He further reported on the march to the State House, held during the Convention, in support of the Public Employee Unions and Public Employee Coalition and noted the participation was good and that the marchers were joined at the State House with striking NYNEX/NET workers and that the press picked it up not as a Public Employee march but NYNEX. He noted the Public Employees were appreciative of the solidarity extended to them during the march.

Pres. Osborn advised on attending meetings of the Worker's Compensation Advisory Council and that new staff has been put on and even with the computer set up there are new caseloads, 2 1/2 times of what it used to be and noted that management would be asking for a 40-50% increase in their costs; of participating in the NYNEX picket lines with Cesar Chavez, receiving good publicity on the lines and of setting up Legislators to participate on the NYNEX picket lines. He noted there was praise from the IBEW/CWA for the Council's assistance in both instances.

On Labor's Night at the Circus the President advised over 1,000 union family members attended and that it was successful; Local union names being flashed on the scoreboards, it being a packed house and that the evening was dedicated to Natalie Osborn and he noted everyone was pleased with the results.

President Osborn also reported on speaking at the Lexington Rotary Club; attending IBEW, Local 103's groundbreaking ceremony; meetings with Sec. of Labor Eustace and Commissioner Joel Pressman regarding a request from the American Postal Workers relative to a health and safety grant and of potential problems with the request as a technicality was raised that the American Postal Workers not being covered under Worker's Compensation might be ineligible for such a grant. He noted further discussions would be taking place regarding this grant request, possible restrictions due to eligibility, tightening up request form loopholes, pressure from management not to OK this request and of the Postal Workers providing additional information for review. He noted he would keep the Council updated on this matter.

The President also noted he participated in a Worker's Compensation Seminar at M.I.T.

On the Public Employee Coalition, the President reported on weekly meetings with this group with crisis meetings being held in between, on the chaos at the State House regarding the budget cuts, of good representatives and special friends who are feeling the outrage of their constituents and who are now going for budget cuts and then coming to us to explain their positions. He noted this coalition is holding together; all AFL-CIO affiliates are participating along with the independent unions; reported on meeting with the Boston Police Patrolmen's Union regarding their participation in the TEAM effort; an update on the collection of signatures for the Initiative Petition; time limits for filing petitions statewide and in Boston; V.P. Collins' leadership in the Springfield area with the petition drive; the TEAM petition countering the one being filed by Barbara Anderson. He further advised that after the filing of the petition the campaign would begin and that our educational process would be developed and progress during the campaign. He noted the Vice Presidents would be called upon to participate in this process and urged their participation and support on behalf of the Public Employees.

President Osborn reported attending a meeting in Worcester of the United Way Labor Liaisons and that each of them were dedicated community service leaders and that they were facing continuous struggles and geographical problems.

The President advised that the United Mine Workers has asked for the Council's support and that AFSCME has given them office space to work out of at 8 Beacon Street. He further noted that the

campaign to remove William Craig, V.P. of the Shawmut Bank in Boston from the Board of the Pittston Company was successful; all involved worked hard on Craig's removal; the Building Trades Unions pulled out monies from the Shawmut Bank and other building trades unions were in the process of doing so. He noted heavy pressure was being placed on the Shawmut and that the Shawmut was then putting pressure on Craig. He further reported having a meeting with representatives of the UMW and a representative of Shawmut regarding the possibility of Craig remaining at Shawmut. He noted it was Labor's position to have him removed and that the day after the meeting word came out that Craig resigned from the Bank but would continue with Pittston. President Osborn felt the Council played a major role in Craig's removal/resignation.

President Osborn reported attending a Legislative Breakfast sponsored by the Norfolk Central Labor Council and commended V.P. Cardinal for its success.

The President reported on setting up a meeting with Lt. Gov. Evelyn Murphy with the striking IBEW/CWA Locals and that requests that were made of her at that meeting and some have been complied with and followed through with, others not.

President Osborn further noted attending and speaking at a Machinists Conference held in No. Andover; on a meeting held with Sec/Treas. Haynes and Roseanne Bacon, President of the MTA regarding possible planning of joint caucus participation at the Democratic State Convention and that more talks of possible convention strategy would be forthcoming; he further advised meetings would also be scheduled with V.P. Devlin and the Fed. of Teachers regarding this matter; on meeting with the Sec./Treas. and representatives of the IUE regarding an organizing campaign at Blue/Cross-Blue/Shield. He noted that an election has been scheduled by the NLRB for December 5th for BC/BS.

The President spoke on the success of political mailings being sent out from the Council and that he has received acknowledgment from union members who receive our endorsement letters and that he felt overall, letters coming from the Massachusetts AFL-CIO have been well received in the homes of union members. Pres. Osborn informed the Vice Presidents of a meeting with Democratic State Party Chair Chet Atkins with Sec./Treas. Haynes and Exec. V.P. Faherty to discuss the Council's problems with the Chairman and on his recent press coverage regarding the budget cuts.

He further reported on a meeting with Jack Higgins, Exec. V.P. Faherty and Sec./Treas. Haynes regarding the Boy Scouts honoring him at a fundraiser and noted the Exec. Officers have recommended to go forward on this.

President Osborn reported on attending and addressing the IUE

Convention in Lynnfield and thanked V.P. Mahar and V.P. Dimitropolos for their hospitality; on attending the 75th Anniversary of Local 1044 of the Glaziers Union and acknowledged Exec. V.P. Farmer for a job well done.

President Osborn reported on testifying on House #2054, the Senator Doris/Representative Ambler Unemployment Insurance Legislation, which would provide access to information that is submitted by employers plus a thirty (30) day notice provision with hearing; he advised this legislation has moved forward and is presently in committee. He reported meeting with AIM John Gould and Marty Foley on discussions relative to an increase in Worker's Compensation.

The President advised on being interviewed by Mary Anne Kane from Channel 7; presenting an editorial reply on WEEI on the NYNEX Unemployment Insurance; attending the Greater Boston Central Labor Council meeting; Worcester/Framingham Central Labor Council Legislative Breakfast; setting up a meeting with Joseph DeLorey, Treasurer of NAGE and Joseph Nigro, General Agent, Boston Building Trades Council regarding NAGE's affordable housing building program regarding the use of building contractors by NAGE that have been targeted by the Building trades unions and noted future meetings between these two individuals would be scheduled on this issue of having NAGE and the Building Trades working together. President Osborn further noted attending an Annual Social hosted by Local 369 of the Utility Workers, held in Braintree; on meeting with AFL-CIO Regional Director Frank Myers regarding the possibility of conducting a program of training for Central Labor Council's which would target how to build up membership and to set agendas; on participating in a Cooking Event sponsored by Women for Economic Justice and chided the Vice Presidents that his was the best dish prepared for the event; on meeting with the Director of the Harvard Trade Union Program, Elaine Bernard, along with Sec./Treas. Haynes and informed the Council that in his opinion Director Bernard was union orientated and that they had discussed past misunderstandings, the Mass. AFL-CIO scholarship that was cut in the past, etc.

On the Labor of Love Walkathon event, President Osborn reported that $27,000 was raised from pledges; check presentations were presented to the four participating shelters in the amounts of $9,000, $9,000, $4,500 and $4,500. He noted that originally there were to be three shelters participating in the proceeds and that the decision was made to split in half the proceeds of one of the shelters which would be divided equally to two minority shelters and that everyone including the shelters were in agreement. He commended Lou Mandarini, Jr., for his chairing of the first time event, which was very successful and that he did a great job and has suggested he would be willing to do it again.

President Osborn reported on a major lobbying effort by the UFCW Union on the blue laws repeal legislation and that they had

played a key and major role in changing the repeal; that it was a highly coordinated and organized lobbying effort at the State House with the assistance of Marty Foley, Jim Tiernan, the Mass. AFL-CIO Legislative Department V.P. Phinney and his staff, and V.P. Joyce, the UFCW was successful and had astounding results. He commended V.P. Phinney and the UFCW team for their excellence in this endeavor.

President Osborn reported that he and the Secretary-Treasurer attended a meeting of the Boston Globe Editorial Board to discuss better communication and better relationships and coverage and further discussed a list of complaints to the Editorial Board and presented documentation to back the biased position of the Globe towards the Mass. AFL-CIO, an example being no OP ED before Labor Day and the Chelsea School Committee election of pro-labor people and he felt at least they had presented the concerns to the Editorial Board.

President Osborn advised the Vice Presidents of the Solidarity Rally that was held the evening before at the Boston Teachers Union Hall, which was a grassroots rally on behalf of the striking Eastern, NYNEX, Pittston, HCHP, Teamsters and the Shaw's Employees. He noted there was heckling, shouting and vulgarity displayed when Joe Nigro addressed the rally; good media coverage, only one station reported the disunity at the rally due to the heckling incident; large crowd in attendance; nothing in the Globe and a small item in the Herald. He also congratulated V.P. Mahar for his participation, presentation and support during this rally and noted that he had arrived at the rally with a bus load of people which gave the rally a lift. He also noted the Teamsters were on strike against S.S.Pierce.

On the Massachusetts AFL-CIO Food Bank, the President requested the Vice Presidents to check with their respective Organizations to see it they have contributed and reported checks have been disbursed to 6 different areas and noted this Food Bank was not structured to interfere with Local food bank programs; he advised that 83 locals have contributed to date and noted that this Food Bank would be an ongoing once a year local union contribution program.

President Osborn reported on that morning's Norma Nathan's column article regarding Local 26, HERE, cutting their membership from 5,000 to 1 member. At this time President Osborn read the article to the Council Members. He advised the Council members that Local 26 President Dominic Bozzotto had negotiated a Housing Trust Fund which management would have to put $.05 per hour into the fund but noted that Federal legislation would have to be enacted. At this time President Osborn read a letter from Senator Kennedy which was sent to Exec. V.P. Farmer regarding the Local 26 Affordable Housing Trust.

President Osborn advised the Council members that he had met with Pres. Bozzotto and his local and has complied with their every request and that we are on record in support of his trust fund.

At this time President Osborn informed the Vice Presidents of receiving a letter of resignation from V.P. Dorothy Thomas of HERE, Local 26. He read her letter to the Council.

President Osborn then read a letter from the Massachusetts AFL-CIO Executive Officers requesting President Bozzotto to appear before the Exec. Officers prior to this Council Meeting.

Again, President Osborn referred to the newspaper article by N. Nathan.

President Osborn noted that he had not heard one word from the National AFL-CIO as to what has taken place on this issue and that he had discussions with Senator Kennedy on this issue and that the best way to handle the legislative action would be to do it in a quiet manner. He noted Pres. Bozzotto had taken a large delegation to lobby for this legislative change in Washington. He further noted that Sen. Orrin Hatch wanted to open up the Taft-Hartley Legislation on the affordable housing trust issue. Pres. Osborn further advised that he had contacted AFL-CIO Regional Director Frank Myers to see if the National AFL-CIO had taken a public stand on this matter and that he was awaiting Director Myers' reply.

President Osborn further advised the Council that he had been informed that Pres. Bozzotto had been informed that the AFL-CIO had taken negative action on this issue.

President Osborn stated this newspaper statement was untrue that the Massachusetts AFL-CIO has not taken this stand.

President Osborn advised the Council that Pres. Bozzotto was unable to attend the scheduled meeting with the Exec. Officers and that another letter was sent to Pres. Bozzotto to meet on Friday, November 17. Pres. Osborn read this letter to the Council.

The President stated it was bad to go public, as in this column, without first contacting the Massachusetts AFL-CIO and that this Council deserves better.

He further noted the Exec. Officers were awaiting an explanation from Pres. Bozzotto and that this type of action does not help our union solidarity. He also advised that during the State Convention, Local 26 was granted the use of a display booth promoting their affordable housing trust fund cause.

He noted that there has always been, for as long as he could

remember, for many, many years a Vice President of the Massachusetts AFL-CIO Council representing HERE.

At this time, President Osborn reported he would keep the Vice Presidents informed on this matter.

At this time, V.P. Phinney informed the Council that the UFCW had voted to withdraw $100 million dollars from Shawmut Bank in support of the United Mine Workers and their struggle with Pittston. He advised that doing something such as this took time, but in the end it was accomplished. He received the thanks of the Exec. Council Members.

It was also noted by Exec. V.P. Farmer that the Painters had also withdrawn $56 million from Shawmut.

MMS to accept the Report of the President. So voted.

REPORT OF THE SECRETARY-TREASURER:
Secretary-Treasurer Haynes passed out the Annual Audit Report of the Council as of June 30th. The Secretary-Treasurer also made the regular monthly financial report to the Council. He noted grants have been very helpful during this past year and that the Drug and Alcohol Grant along with the Department of Employment and Training Grant have helped to cover some overhead and salaries which has lessened the strain on the payroll account.

Secretary-Treasurer Haynes answered questions relative to both the Annual Audit Report and the Monthly Council Financial Report.

The Secretary-Treasurer reported he was in the process of trying to generate additional revenue through affiliations; he noted they continually go up and down due to new affiliations then decreases due to plant closings, shutdowns and industries going out of business.

Secretary-Treasurer Haynes advised the Council of the UFCW's gracious increasing of their affiliated numbers; he also noted the Council has been affiliating smaller organizations with numbers between 80-100 in these locals.

On his Activity Report, Secretary-Treasurer Haynes noted that many of the meetings, functions and appearances that President Osborn noted in his report, he, (the Sec./Treas.) had also attended and participated in.

Secretary-Treasurer Haynes reminded the Vice Presidents that they had been invited to attend a breakfast meeting on the following Monday at 8:30 A.M. at the Boston Teacher's Union Hall, to discuss the concerns, differences, etc., with Chair of the Democratic Party, Chester Atkins. He further reported on the

progress in the TEAM - Public Employee Initiative Petition drive and that more signatures were needed and requested the assistance of the Vice Presidents.

The Secretary-Treasurer reported on attending meetings of the DET Advisory Board regarding the due process questions awaiting to be answered pertaining to the NYNEX strikers unemployment insurance. He also noted post cards in support of the Doris/Ambler UI legislation were available to be sent from the affiliates in support of this legislation. He passed some out to the Vice Presidents and asked their assistance in this matter. On the Health of the Trust Fund, he noted that if it is to be salvaged later, it will take more costly taxes.

Secretary-Treasurer Haynes reported that he is a Board Member of T.E.A.M. and represents the Mass. AFL-CIO at the meetings and has attended meetings with the Senate President and the Speaker of the House with this group. He further noted that at the State House, he felt people were abandoning their responsibilities and that adequate human services and education are needed.

On affiliations, the Sec.-Treasurer reported new affiliations of Postal Worker Local Unions, NALC Local Unions, IAFF Local Unions and informed the Council that he had been advised that SEIU, Local 285 will be improving their per capita numbers.

He reported on attending a meeting on affiliations with the Salem Newspaper Guild with John Laughlin and with the ATU in Fitchburg.

MMS to accept the Report of the Secretary-Treasurer. So voted.

EDUCATION REPORT:
Secretary-Treasurer Haynes reported that he, as a Trustee of the University of Massachusetts, had supported the students in the rally at the State House in support of higher education and noted recently 3,000 students have been signed up to register to vote at U-Mass.

On the Scholarship Program, the Sec./Treasurer reported the amount of the scholarships are up to $157,000 and that the scholarship program materials are presently at the printer. He commended Ilene Hanlon for her efforts on the Scholarship Program and thanked the Council Vice Presidents for their support of this program.

Secretary-Treasurer Haynes reported on a meeting with Elaine Bernard, Director of the Harvard Trade Union Program and that the HTUP will be more helpful in grading the Council's scholarship programs and he noted he was hopeful that the Council's relationship with the HTUP will improve.

He announced the interviews for the HTUP scholarship were scheduled for next week.

On the Northeast Council Meeting, Secretary-Treasurer Haynes reported that they would be meeting quarterly to discuss like issues. He further reported on the possibility of a summer school for Central Labor Councils, staff, etc., which would be held on current issues and strategies to deal with the political and legislative arena and that it would be held in conjunction with the National AFL-CIO's education department. He noted it will be scheduled to be held during the first week of August, 1990, possibly at the Mass. Maritime Academy and the school could accommodate approximately 100 people from across the states.

At this time, President Osborn suggested to the Council Members the holding of a one day seminar for Secretary-Treasurers regarding the issues of campaign fundings, changes in laws that would be affecting officers holding Secretary-Treasurer positions, etc.

MMS to hold a one day Conference for Secretary-Treasurers. So voted.

Secretary-Treasurer Haynes advised the Council members on the upcoming New Technology Conference, sponsored by the Massachusetts AFL-CIO and the CAT scheduled for November 28, 1989 at 9:00 A.M. and urged their participation.

MMS to accept the Education Report. So voted.

<u>COPE AND LEGISLATIVE DIRECTOR'S REPORT:</u>
Director Foley informed the Council there would be no written report presented at this meeting.

He reported on very late nights being kept at the State House due to the budget crisis and that the Mass. AFL-CIO Health and Safety Bill and Prevailing Wage bill is in the House Ways and Means Committee.

On the potential cuts in the Secretary of Labor budget, Director Foley advised that these cuts had been taken off the agenda and that we had won, by a concession, the $100 million dollars in ISP.

The Director gave a lengthy and detailed report on the attempts on total repeal of the Blue Laws which would have resulted in retail stores being open twenty-four hours a day and with the only exceptions being Christmas Day and Thanksgiving Day. He noted that when this legislation first came out it had no chance of being reversed due to the position being taken that it would bring in new revenues during the budget crisis. He went on to report that through the efforts of the UFCW and their 14+ representatives, Labor's lobbying efforts prevailed against

repeal and that labor ended up with 100 votes to take that section out. He further advised that legislation had been passed to now open liquor stores on Sunday, which won by a vote of 6 to 1.

Director Foley reported on nightly rumors coming from the State House, such as a 10% cut in public employees.

He also informed the Council members that there was to date 220 amendments to the budget bill and that everything is still on the table and noted that, in his opinion, he felt there was not enough votes to pass a tax package and that there is an overwhelming no for support of new taxes. He went on to advise that people do not want new taxes but do want the services tax dollars provide and would support new taxes if earmarked for certain areas. He also noted he had projected a 700 million dollar shortfall last year and that amount is presently off by 1.4 billion dollars and that the New Bond Rating in the Commonwealth will have an additional down effect; that revenues being projected by government people is at a .06 growth rate which is spinning downwards.

Director Foley advised that there has to be a tax package to close the gap; possibly after the cuts go through then possibly it will go to the Governor the second week in December. He suggested the unions build up pressure from their membership with the Representatives and Senators and that the legislators are running scared and labor has to work on its membership to apply pressure and that most legislators feel they will have opposition in their districts.

He stated the reality of a tax package would hit the middle class and noted that now the private sector is feeling the crunch.

The Director further advised that 26 projects of the Land Bank have been pulled off the boards; the MWRA is asking for 14 million dollars back from the State; serious problems with an increase being suggested for worker's compensation by management; pressure has to be put on legislators by union members that something has to be done and that these were not good times.

Director Foley reported success on holding some of our items together such as the anti-takeover legislation, UFCW endeavors against the repeal of the Blue Laws; construction safety legislation and the creation of a Worker's memorial day.

He further noted the earliest a tax package would be put together would be mid December, if they even get to that point. That at the present time there was no leadership anywhere on the Hill, someone has to step in to take over; Massachusetts has the lowest bond rating ever, its never been this low or operating this way.

At this time, Vice President Phinney commented on the successful fight against the repeal of the Blue Laws and thanked Pres. Osborn, the Mass. AFL-CIO and Leg. Director Foley and Jim Tiernan for their assistance in knocking out Section 79 and 80 of the Blue Laws and reported everyone is now in the process of planning strategy for the Senate. He commended Director Foley for his work on the Hill in defeating the repeal efforts.

President Osborn noted it was not easy trying to hold the line in one area when public employees are trying to get some of the revenue as public employees.

V.P. Dart suggested the numbers seemed bad right now and inquired as to whether an increase in the capital gains tax would only pick up a portion of the problem.

Director Foley advised it would not totally do it and noted that when the budget was passed in May he felt the Senate would come in lower than the House which it did and then the Governor vetoed 600 million less and that this amount is part of the present shortfall; 1.3 billion dollars out now for the same budget in July; he noted the big money in capital gains is in selling homes; others are from lottery, income and sales taxes, cigarettes and noted that any broad based tax would fall on our members and that this state could not continue to function with these deficits and that there were no majority votes, as of last evening, for an increase in taxes.

V.P. Faherty inquired as to how much the refund on bottles and a 1% tax increase would bring in.

Director Foley advised it would yield 450 million.

V.P. Faherty inquired as to how much with the bottle refund only.

Director Foley advised it would be 46 million dollars.

V.P. Dart inquired as to whether increasing the income tax by 1% would help.

Director Foley advised that there still would be deficit problems.

President Osborn advised the Council cannot support increases in taxes without increases in the capital gains tax and that we will be receptive to all ideas.

At this time, Director Foley read sections of a letter in support of Thomas Birmingham which he stated he found personally offensive.

President Osborn noted Mr. Birmingham had run against an

incumbent who was pro-labor.

MMS to accept the Report of the COPE and Legislative Director. So voted.

President Osborn reported results of the Mass. AFL-CIO special friends program and that Bryan McCarthy from the Carpenters Union had been successful, with the assistance of the Massachusetts AFL-CIO, in becoming elected City Councilor in Waltham. He also noted that Brother McCarthy had been active in the Quality of Life Committee in Waltham and the City Council election was a hard fought fight. In the City of Lowell, the President announced that labor had won 7 out of 9 seats for the City Council and 3 out of 5 seats for the School Committee. In Chelsea, President Osborn advised labor won 4 out of 6 seats on the School Committee.

President Osborn urged all of the Vice Presidents to hold the line on political endorsements and that the record of wins of the Mass. AFL-CIO has grown.

At this time, V.P. Phinney reported that he wanted to extend a thank you to Representative Suzanne Bump who had assisted the UFCW in the Blue Laws fight.

President Osborn reported the creation of the Mass. AFL-CIO Environmental Committee and urged participation by the Vice Presidents and/or their recommendations of persons to be named to the committee; he noted that one vice president has requested to be on the committee and another person has been recommended by an Exec. V.P. to serve on the committee.

President Osborn requested support from the Vice Presidents to assist V.P. Mahar in a rally/picket V.P. Mahar has scheduled for Monday at 5:00 A.M. in Centennial Park in Peabody in support of the striking Teamsters.

The President made a progress report on the Merrimack Valley Project which is functioning well in assisting in employee buyouts, plant closings at the UAW, and its being involved in employee ownership takeover at the Town House Inn in Lowell. He noted this is a model program and it is working and thanked the Vice Presidents for their assistance in bringing in the seed money to fund the program.

On the World of Difference Campaign, sponsored and endorsed by the Massachusetts AFL-CIO, President Osborn reported additional funds were needed to sponsor the program; training sessions to remove prejudice from the workplace were being planned and asked the continued assistance of the Council members in meeting the Council's $2,500 commitment to this program.

At this time, V.P. Irvin thanked the President and Secretary-Treasurer and members of the Executive Council for their support in the Olsen Manufacturing strike which has been ongoing for 31 weeks and that they were still going strong. He thanked the V.P.'s and officers for attending a rally on behalf of the Steelworkers at Olsen.

V.P. Phinney updated the Council on the picketing at Filenes on the South Shore and that Local 1445, UFCW had requested assistance from the Council. He noted that 18,000 union families in the cities and towns abutting Kingston received a letter explaining the situation with the UFCW and Filenes and were urged not to shop there. He noted he was happy to inform the Exec. Council that the owners of Filenes have set a meeting with the UFCW and felt this came about as a result of the success of the picketing the South Shore stores. He thanked the vice presidents for their assistance and for sending members of their organizations to assist on the picket lines. He also thanked everyone for their support of the UFCW picket of Shaws supermarkets in Worcester County.

President Osborn reminded the V.P.'s to support union label - buy American and Boycott Shaw's in Worcester County. Also, the Massachusetts AFL-CIO cannot forget the plight of the Eastern Airlines strikers.

MMS to inform the members of the striking ALPA, Machinists, and TWU and to reaffirm and reassure them that their struggle is still a major priority of the Massachusetts AFL-CIO. So voted.

MMS to adjourn. So voted.

ROLL CALL

AGENDA
MASSACHUSETTS AFL/CIO
EXECUTIVE COUNCIL MEETING
NOVEMBER 16, 1989
PLUMBERS HALL, BOSTON, MA

- -

PRESIDENT'S REPORT
SECRETARY/TREASURER'S REPORT
DEPARTMENT REPORTS - COPE & LEGISLATION - EDUCATION

- -

COMMUNICATIONS

From Paul Eustace to Pres. Osborn thanking him for support and help in saving universal health insurance this session.

From State Rep. Guernsey to Pres. Osborn explaining a previous scheduled meeting so he could not support the NYNEX workers but he does support the NYNEX workers.

Memo to Pres. Osborn and Sec./Treas. Haynes from Micho Spring, United Way regarding labor support re salary issue.

From James Grande, IUOE Local 4 to Pres. Osborn informing him that he could no longer serve on the State Board of Education and recommends John F. O'Neill and also fight to have apprenticeship related classes funded.

Memo from Norman Hill, APRI to LOcal Presidents regarding relief for California earthquake.

From Jonathan Tuttle. AFSCME to Pres. Osborn thanking him for invitation to lead the delegates in prayer at the convention.

Letter from AFL/CIO Organizing Institute regarding a new agency dedicated to advance the craft and the cause of union organizing. The organization is AFL/CIO Organizing Institute.

Letter from Boston Housing Authority explaining an agreement which was reached by the BHA and the NAACP of Boston regarding fair and equitable settlement to individuals disadvantaged by practices in the past.

Letter updating the upcoming "Men Who Cook" event.

Hearing Notice - Oct. 23, 1989 at 9:30 at Cambridge City Hall on Oversight and Investigations to investigate solutions to the emerging problem of homelessness among Veterans of the armed services.

From AFL/CIO a list of Minimum Wage rates under state laws - September 1989.

From Nancy Mills, SEIU Local 285 to Pres. Osborn notifying him that a 10-day notice on Harvard Community Health Plan for a one-day work stoppage because RCHP has refused members a cost-of-living raise after 5 weeks of bargaining.

From Priscilla Golding to Pres. Osborn thanking him and staff for the help at the Convention on their video event.

From Bill Flynn to Pres. Osborn and Dir. Foley inviting them to an announcement of his running for State Senator.

From John J. Gould, AIM to Pres. Osborn thanking him for letter putting forth the position of the Massachusetts AFL/CIO regarding state subsidization of striking employees in the current NYNEX strike against New England Telehphone.

Copy of a letter from Joseph Faherty to Edward Markey to develop a viable, long-term working relationship with the New England Congressional delegation's Task Force on Energy.

Memo from Health Action Forum of Greater Boston, Inc. regarding date of next Directors meeting.

Memo to Pres. Osborn from Dorothy Shields, Dept. of Education, AFL/CIO postponing Joint Committee and the Nat'l. Assoc. of State Directors of Vocational Education.

Copy of letter to V.P. Joyce from John Perkins, COPE regarding request for funding in the Boston City Council elections. Because of pending budget deficit for this year it is impossible to fund municipal races.

From Jackie St. Clair, Texas AFL/CIO to Pres. Osborn asking for information and material to help in their Standing Committee on Community Services.

From Joel Klaverkamp, Frontlash to Pres. Osborn copy to Sec./Treas Haynes regarding increase in salary for Steve Sullivan.

To Paul Eustace from Pres. Osborn regarding the wrong doing of Commissioner Pressman concerning his reversal of a safety grant to American Postal Workers in Springfield.

From Joseph Bonavita to Pres. Osborn regarding the the budget cuts at U/Mass. Amherst and an attached letter that he sent Chancellor Duffy voicing those concerns.

From Charles DeRosa, OP. Eng. Local 4 to Pres. Osborn thanking him for taking time to speak at the Northern States Conference.

From Robert Haynes to Richard Abdow, UFCW, Charles Thompson, Pioneer Valley CLC, Leo Purcell, Massachusetts Building Trades and Celia Wcislo, SEIU regarding a link up with our affiliates by computer.

From Joe Velasquez, AFL/CIO Dept. of Community Services to all trade unionist regarding the U.S. census count.

From Kevin Mahar and Russell Davis, North Shore Labor Council to Pres. Osborn regarding the misunderstanding that has arisen regarding a memo from Steve Early.

Copy of a letter to Joe Melo from Giro Cardinal suspending him one days pay for insubordination. Letter attached with a reply to Giro Cardinal from Joe Mello.

From Frank Emspak, CAT to Pres. Osborn asking for support for their program due to budget cuts.

Copy of letter to Sen. Kerry from Louis Leopold, Northampton CLC regarding the Progressive Group, Northampton, MA.

From Robert Chandler, United Way to Pres. Osborn thanking Pres. Osborn and Sec./Treas. Haynes for the letter of support for the United Way in reply to Micho Springs request.

From James T. Nestor to Pres. Osborn confirming purchase of ten tickets for the Cushing Awards.

From Pres. Lane Kirkland, AFL/CIO to Pres. Osborn thanking him for the $100 contribution to the "Hurricane Hugo Relief Fund."

From Sen. McGovern to Pres. Osborn thanking him for the letter regarding Senate 431 "an act to provide for a charge for directory assistance and improving telecommunications within the Commonwealth."

From Marietta O'Brien, Abington Education Assoc. to Pres. Osborn thanking him for the support given during their successful override campaign.

From Rep. Robert Durand to Pres. Osborn thanking him for letter relative to Cancer Presumption Bill and that he testified in support of legislation for passage.

From Marianne & Stephen Davis to Pres. Osborn regarding Provost O'Brien to cut funding 29% at the Labor Relations and Research Center, U/Mass. Amherst.

From Sen. White to Pres. Osborn thanking him for forwarding a copy of letter sent to Gov. Dukakis seeking support of House Bill 2101.

Copy of letter sent to Robert Minichielli, D & M Assoc. from Joseph Faherty, Mass. Housing Partnership regarding disappointment to obtain MHFA Board approval for the Greenbriar project in Taunton.

Copy of letter sent to Taunton Mayor Johnson from Joseph Faherty, Mass. Housing partnership regarding the MHA Board voting not to approve the Greenbriar project for participation in the Homeownership Opportunity Program.

Memo from William Foley, United Steel Workers of America requesting support for Senate Bill No. S-2054.

From Sen. Kerry to Pres. Osborn thanking him for contacting him on Senate Bill S 685, the Employee Pension Protection Act of 1989.

From John Phinney, UFCW Local 1445 to Pres. Osborn thanking him and the Massachusetts AFL/CIO, Mass. Building Trades, IBEW Local 2222, Painters #35, Pipe Fitters Local 537, IBEW 2322, Laborers 721, and Pile Drivers 56 in the informational picket activities at Filene's Kingston store.

From Senator Kennedy to Pres. Osborn regarding inquiry regarding the Hotel and Rest. Wkrs'. Employment Union Housing Trust fund.

Copy of letter from Thomas Hobin, Alliance of MBTA Unions to Thomas Lawnsby, OPEIU Local 453 protesting the actions of the union in interfering with the inner

workings, contractual efforts and representation of the Alliance of the MBTA workers.

From Paul Eustace, Exec. Office of Labor to Pres. Osborn regarding work being done to save EOL from consolidation.

From Peralta Federation of Teachers asking for support of affiliates on a resolution to the National AFL/CIO Convention November 13 in Washington on CLIMATE STABILIAZATION, FOOD AND JOBS from Alameda County Central Labor Council.

From Judy Perlman, Friends of the Shattuck Shelter extending thanks for the generous contribution from the "Labor of Love" walkathon to the Hard Hat Lodging House Project.

From the South Boston Korean War Veterans thanking the Council for the contribution toward the memorial.

From Harold K. Coyle, Chatholic Charitable Bureau to Pres. Osborn thanking the council for the contribution to the St. Ambrose Family Inn from the "Labor of Love" walkathon.

FINANCIAL REPORT

OCTOBER 1989

General Fund	Credits	Credits
Balance 10/1/89	143672.39	
Receipts - P/C	87061.83	
Receipts - Walkathon	7866.00	
Receipts - Banquet Tickets	150.00	
Receipts - Credentials	7680.00	
Receipts - M. Roberts - Health Ins.	100.48	
Receipts - reimb. from Alcohol/Substance Abuse Acct. for salary for 3 mo.	5525.00	
Disbursements		90025.46
Balance 10/31/89	162030.24	

Per Capita received on 248,748 members

Disbursements

1.	Rent	2500.00
2.	Utilities	1583.22
3.	Auto Expenses	1665.08
4.	Retainer	500.00
5.	Printing	1565.57
6.	Postage	2000.00
7.	Health & Dental Ins.	4419.94
8.	Life & Disability Ins.	884.76
9.	Credit Union	3285.68
10.	Frontlash	1365.32
11.	Tickets & Donations	1100.00
12.	Office Supplies & Expenses	2800.80
13.	Messenger	99.70
14.	COPE - 02¢ P/C	4558.42
15.	Computer Exp.	260.00
16.	American Express	1047.01
17.	Dues & Subscriptions	1225.00
18.	Payroll Taxes	13119.34
19.	Equip. Maint.	1978.62
20.	Pension	13722.00
21.	Convention Exp.	3884.00
22.	Misc. Exp.	1167.99
23.	3rd. Qtr. Unemp. Tax	8.00
24.	Personal Prop. Tax	283.22
25.	Liability Ins.	517.00
26.	Payroll	24484.79
		90025.46

COPE Account

Balance 10/1/89	32822.68	
Receipts - 02¢ P/C	4558.42	
Interest 10/89	148.23	
Disbursements		1750.00
Balance 10/31/89	35779.33	

Disbursements

1.	Donations	1350.00
2.	Contributions to Lowell CLC for mailing - municipal elec.	400.00
		1750.00

Assets

U.S. Trust Money Market	64336.67
Israel Bond	1000.00
Dept. of Labor	400.00
Petty Cash	300.00
	66036.67

EXECUTIVE OFFICERS MEETING
OCTOBER 3, 1989

PRESENT: Pres. Osborn, Exec. V.P's Lydon, Faherty & Farmer

Absent: Sec./Treas. Haynes (ub)

MMS to continue support for Local 66 Laundry Workers with all our affiliates but table request for donation. So voted.

MMS to take a full page ad ($100) for A.Philip Randolph Institute. So voted.

Refer to Marty request from the American Cancer Society for support in developing and supporting legislation which would protect the health of workers by requiring written smoking policies in the workplace.

EXECUTIVE OFFICERS MEETING
OCTOBER 19, 1989

PRESENT: Pres. Osborn, Sec./Treas. Haynes, Exec. V.P. Farmer
ABSENT: Exec. V.P. Faherty (vac) and Exec. V.P Lydon (sick)

MMS to send Exec. V.P. Farmer or Exec. V.P. Faherty to the February Conference in Bal Harbour, Fla. So voted.

MMS to send $100.00 contribution to National at the request of Lane Kirkland for the Hugo Hurricane victims in U.S. Virgin Islands, Puerto Rico and South Carolina. So voted.

The request to contribute to the Hospice at Mission Hill - Filed.

The request for financial assistance for the Braniff flight attendants - Filed.

It was recommended to have the Executive Board at next meeting accept the schedule of expenses year ending June 30, 1989.

MMS to send $50.00 to the Solidarity Dance and Social for No. Shore Labor food bank for Eastern Airlines and NYNEX. So voted.

MMS to refer the recycling initiative campaign (Res. #34) to Regional Director Frank Myers. So voted.

MMS to purchase a table for the Cushing Awards. So voted.

MMS to contribute $100.00 to Frontlash Halloween Party to benefit Eastern Airlines food bank. So voted.

Recipies for Success sponsored by CLUW - Filed.

Discussion on labor cruises.

MMS to approve tentatively on approval of the National AFL/CIO Union Benefit Program proposal on labor cruises. So voted.

MMS to send letter to Chester Atkins and a copy to Thomas McIntyre on concerns of the direction of the party and Issues Training Program. So voted.

MMS to set up a meeting with L. Gov. Evelyn Murphy and the NYNEX workers. So voted.

Discussion on the Peter Arnold proposal.

Discussion on New England Labor News & Commentary.

Discussion on National Coaliton Building Institute.

MMS to send a letter to National Coalition Buidling Instiute telling thim their program is fine but we have a program called "World of Difference". So voted.

MMS to send a letter to the affiliates on Prescription Drug Program and check with Buidling Trades to see if they endorse any. So voted.

MMS to upgrade dental plan (Delta Demtal) relative to negotiations. So voted.

EXECUTIVE OFFICERS MEETING

NOVEMBER 2, 1989

MMS to contact Ronald Rogers Minuteman Council Boy Scouts of America and have him call Exec. V.P. Faherty regarding the 1990 Labor Movement Lunchoree. So voted.

Discussion on goal, strategy and tactic of Peter Arnold and decided to table at this time.

MMS to send a letter recommending William Irwin, Carp. Local 40 and John O'Neil to succeed James Grande who is retiring from the State Education Board. So voted.

MMS to recommend Exec. V.P. Faherty to succeed Joe Joyce on the Energy Facilities Siting Council. So voted.

MMS to send Tom Deary a letter informing him that his request to have affiliates support Labor News and Commentary has been tabled by the Executive Officers. So voted.

The proposal for negotiation between the Massachusetts AFL/CIO and OPEIU was discussed and is under advisement.

MMS to refer request from Peralta Federation of Teachers asking for support on a resolution to the Nat'l. AFL/CIO Convention on Climate Stabilization, Food and Jobs from the Alemada Councty CLC to the Environmental Committee. So voted.

Request to purchase tickets to support Multicultural Aids Coalition (MAC) - Tabled.

Half day labor seminar on alcoholism and substance abuse sponsored by Spofford Hall - Tabled.

MMS to purchase 5 tickets for the Joe Monahan benefit (Local 103). So voted.

MMS to recommend Bob Bryant to replace Bob Marshall on Massachusetts Housing Finance Agency. So voted.

Nov Meeting Folder

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Reprinted from : " EXECUTIVE INTELLIGENCE REPORT, 1981 "

Written: Sept. 1981 for the N.Y. BANKING INDUSTRY

****

AIRLINE DEREGULATION--1981

Airline deregulation offers the financial group an opportunity to conduct a labor experiment that is perhaps even more fundamental to oligarchical plans than the reversion of the system to a luxury service for a relative handful of individuals in the highest income brackets

Airlines are now conducting a recycling of labor that, if successful, could reduce wages in the industry by an average of 30 percent, and reduce the highest wages by as much as 50 percent. This process would become a model to be used in other industries.

The airline labor force is not typical of the work-force as a whole; it is characterized by a relatively transient labor force among certain job classifications, and by expectations on the part of the work force of boom-bust employment where periods of layoff (or furlough, as it is called in the industry) are common and often lengthy. For example, among flight attendants, average job seniority is only six years, since most flight attendants are young, single women who often leave their job to marry. Other employees, including low seniority skilled mechanics, machinists, and flight personnel expect to work on an "as needed" basis.

Before the PATCO strike, between the end of 1979 and the summer of 1981, the airlines had furloughed approximately 8 percent of their employees. Ten percent of all pilots had been laid off; at TWA, 1150 of a total roster of 4450 had been furloughed. Over the course of the industry wide scale down, the airlines expect to lay-off an additional 20 to 25 percent of the employees, most permanently.

What would an airline employee do, for example, if he or she received a letter like the following one sent from John Truez, vice-president inflight training of TWA , dated Dec. 29, 1980:

> "Dear Susie,
>
> We have just completed the financial planning and staffing levels for 1981 and it now appears that we will not have an increase in staffing sufficient to warrant any recall prior to the second quarter of 1982 (emphasis added)."

THE INVESTMENT BANK STRATEGY

As airlines recycle labor down into the regional and local carriers, they have demanded wage reductions, wage freezes, and work rule change. More than half of the employee contracts come due between now and early next year, the airlines thus expect the fate of the unemployed workers to decide the issue in favor of wage reductions and work rule abrogation.

Citibank recently demanded that four of the five Pan Am unions accept a 10 percent wage cut as condition for the extending a revolving credit to the carrier. The unions that accepted the cut, in hopes that the carrier would not go under, included the Teamsters.

The financial controllers make no attempt to hide their intent to eliminate the airline unions. Robert J. Joedicke, an airline analyst for Lehman Brothers, said ,in a monograph titled "The Goose that Laid Golden Eggs", "The closed shop situation that existed prior to deregulation has evaporated and the necessary gains in employee productivity now required by unionized carriers cannot be achieved solely by acquisition of more efficient aircraft; if the established carriers are to compete successfully with the newer unorganized entrants.

Joedicke notes that even in 1980, the soft employment picture made breaking airline strikes easier. A PSA pilot strike in late September was broken when the company solicited strike breakers and "was deluged by applications from unemployed but qualified pilots, many furloughed from other airlines". Similarly Continental, in December broke a strike of flight attendants, who had been working 15 months without a contract.

Joedicke also noted , with annoyance, that the Braniff workers refused to accept a 10 percent wage reduction in return for the company's staying in business. Yet, Joedicke says these givebacks will certainly come. Joedicke's solution is to replace rules with profit-sharing plans that encourage employees to work harder. Of special interest to the airline financial group, is the Eastern Airlines plan to have workers share their wages with the company when the company does not show a profit but to reap a share in the profits when the company is in the black. But since the financial group controls the amount of cash left in the industry, profit-sharing could be an effective way of constantly raising the speed of the treadmill provided the employees actually believed the industry's reported losses.

The letter further states that the industry "continues to respond to the uncertainties of the economic environment, competition, and fuel prices; concluding, "May I wish you the best possible holiday season and a brighter 1981 for all of us."

The 85,000 employees expected to be laid-off by Christmas have two choices, either work for another airline that is hiring, or leave the industry. In either case these workers will be recycled, entering another airline with loss of all seniority, or entering another occupation, usually a lower paid one.

If, for example, a pilot with average seniority of 14 years and average income of $62,000 a year enters another airline, he will begin at $30,000 a year, the entry level wage. If an attendant with average six years seniority and average wage of $18,000 a year decides to seek employment at another airline, that attendant will start at the entry level of $10,800.

Many attendants are considering working for foreign airlines like Singapore Airlines or Cathay Pacific, which are actively seeking personnel. Should the attendant decide to work for Cathay Pacific, the airline of Dope Inc. Swiss Group, she will receive a beginning wage of $521 a month or $6250 a year.

To accommodate the recycled labor, the airline financial group has created a number of new, non-union, airlines like People Express and New York Air; the latter of Texas International, an 85 percent unionized airline. Francesco Lorenzo, the iron man for the operation, simply repainted the Texas International planes and set up a high pressure recruiting team with the pitch that rather than suffering from unionization, employees would become a part of the New York Air "family" and grow and profit with the airline. As part of the "family" they would be required to work without the work rules that exist at other airlines.

The large carriers will thus recycle labor downward to the newly created "new entrants", although both groups are in fact financed by the same sources. To enhance this process it is possible that one or even two major carriers will go bankrupt in the period ahead, or that a company like TWA will move further toward becoming a hotel, vending machine, and food distribution company, dumping its routes on the new entrants.

ROOM, MIN

ROLL CALL 11/16/89

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

✓ L.A.2

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P BARNEY WALSH
P MANNY WILLIAMS

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copy for meeting
cc to "Mike M."

Bryan P. McCarthy
Councilor-Elect Ward 7
Waltham, Mass

24 November 1989

Arthur R. Osborn
President
Mass AFL-CIO

cc: Richard Rodgers
cc: Craig Stepno

Dear Arthur,

Please accept my sincere thanks for the invaluable assistance you gave to my campaign. Your letter to union brothers in Ward 7 was very influential in the voter turnout.

The endorsement of The Greater Boston Labor Council AFL-CIO, was a terrific boost to the campaign. As a result of the generosity of many area Local's, we were able to print more fliers and signs, mail hundreds more letters, and purchase ad space in the local newspaper. In short, it made our campaign a more viable one.

I think you should be aware of assistance Rich Rodgers and Craig Stepno gave to the campaign. They met with us on four different occasions to outline strategy, check our progress, point out weaknesses and push our plus-points. They were always positive and helpful. My brother believes that the campaign would have been half as effective had these men not donated their time and expertise to help us. They are truly valuable people. They should be acknowledged for the professional and very appreciated help they gave to us.

Again, thank you for your valued assistance. From my viewpoint, the future looks bright for labor in government. All one needs is commitment, the desire to work hard, and some of the friends that I have to help in realizing a goal.

Thank You!

Sincerely,

Bryan P. McCarthy

Bryan P. McCarthy
Carpenter's Local 67

cc: M. Molinari

UNITED STEELWORKERS OF AMERICA
400 WASHINGTON STREET
AUBURN, MASSACHUSETTS 01501

DATE: November 8, 1989

TO: Robert J. Haynes, Sec.-Treas., Mass/AFL-CIO

FROM: William J. Foley, Director, Dist. 1, VP - Mass/AFL-CIO

SUBJECT: EXECUTIVE COUNCIL MEETING - 11/16/89

Please be advised that I will be in attendance at the above captioned meeting.

WJF/lrl

[illegible]
Van Kleek shows group a booking schedule that has no Eastern entries through November, 1989.

OCTOBER 4-6 - Mass. AFL-CIO Convention

NOVEMBER 21 - IAM request letter to affiliates on continued Eastern activity at Park Plaza.

DECEMBER 5 - Mass. AFL-CIO re-issues letter of June 8 to affiliates on situation.

MASSACHUSETTS/AFL-CIO

Voice of Organized Labor 400,000 Strong

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DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

June 8, 1989

DEAR AFFILIATED LOCAL UNION:

The enclosed letter from IAM, Lodge 1726 is self-explanatory. The Executive Officers and Council of the Massachusetts AFL-CIO voted to bring this issue to all of our affiliates' attention.

The Union Label Department has no official position in terms of a boycott of the Park Plaza Hotel in Boston. Legally, the Massachusetts AFL-CIO is prohibited from sanctioning such a boycott at this time.

However, the Park Plaza continues to house the Eastern Airlines scabs and the IAM has vowed to maintain an informational picket line at the hotel. The decision must be made by the individual local union leadership while operating in the spirit of trade union solidarity.

The Eastern Strike remains strong and united with overwhelming support from Organized Labor in Massachusetts and across the Country. Your continued support can help the strikers to a settlement while lasting "one day longer than Frank Lorenzo."

In solidarity,

ARTHUR R. OSBORN
PRESIDENT

ROBERT J. HAYNES
SECRETARY-TREASURER

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Air Transport Lodge 1726

INTERNATIONAL ASSOCIATION of MACHINISTS and AEROSPACE WORKERS

A.F.L. - C.I.O.

SERVING THE MAJOR AIRLINES AND AIRPORTS IN NEW ENGLAND

830 Saratoga Street, East Boston, Massachusetts 02128 • (617) 569-0141

Arthur Osborn, President
Massachusetts, AFL/CIO
8 Beacon St.
Boston, Ma. 02116

May 17, 1989

Dear Sir and Brother,

The Park Plaza Hotel in Boston has taken a position against our Union by housing replacement workers for Eastern (SCABS) at their facility. As you know this has become an industry fight against suppressing labor in total. We ask at this time for your strong support to insure that the Park Plaza no longer benefits from Union patronage. Thanking you in advance for your support and cooperation.

Fraturnaly,

Edward F. Burke Jr.
President, LL-1726
IAMAW

MASSACHUSETTS/ AFL-CIO

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JOHN F. SIMMONS
DOROTHY THOMAS
CHARLES E. THOMPSON
BARNEY WALSH
MANNY WILLIAMS

December 5, 1989

DEAR AFFILIATED LOCAL UNION:

The enclosed letter from IAM, Lodge 1726 is self-explanatory. The Executive Officers and Council of the Massachusetts AFL-CIO voted to bring this issue to all of our affiliates' attention.

The Union Label Department has no official position in terms of a boycott of the Park Plaza Hotel in Boston. Legally, the Massachusetts AFL-CIO is prohibited from sanctioning such a boycott at this time.

However, the Park Plaza is once again housing the Eastern Airlines scabs and the IAM has vowed to maintain an informational picket line at the hotel.

The decision must be made by the individual local union leadership while operating in the spirit of trade union solidarity.

The Eastern Strike remains strong and united with overwhelming support from Organized Labor in Massachusetts and across the Country. Your continued support can help the strikers to a settlement while lasting "one day longer than Frank Lorenzo."

In solidarity,

Arthur R. Osborn

ARTHUR R. OSBORN
PRESIDENT

Robert J. Haynes

ROBERT J. HAYNES
SECRETARY-TREASURER

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Air Transport Lodge 1726
INTERNATIONAL ASSOCIATION of MACHINISTS and AEROSPACE WORKERS
A.F.L. - C.I.O.
SERVING THE MAJOR AIRLINES AND AIRPORTS IN NEW ENGLAND
830 Saratoga Street, East Boston, Massachusetts 02128 • (617) 569-0141

NOVEMBER 21, 1989

DEAR AFFILIATE AND TRADE UNIONIST:

IT IS WITH A GREAT DEAL OF DISAPPOINTMENT THAT I MUST ONCE AGAIN COME TO YOU CONCERNING THE PARK PLAZA HOTEL AND THE HOUSING OF REPLACEMENT EASTERN WORKERS (SCABS)

OUR POSITION FROM NOW UNTIL THE CONCLUSION OF THE MACHINIST STRIKE IS THAT THERE WILL BE NO FURTHER BUSINESS CONDUCTED AT THE PARK PLAZA HOTEL.

WE ASK YOU TO SUPPORT THIS POSITION IN VIEW OF THE TREACHERY AND BROKEN PROMISES ON THE PART OF THE PARK PLAZA MANAGEMENT CONCERNING THIS VERY IMPORTANT ISSUE.

IN SOLIDARITY,

E. F. Burke Jr.

EDWARD F. BURKE JR.
PRESIDENT LL-1726 IAMAW

MASSACHUSETTS/ AFL-CIO

Voice of Organized Labor 400,000 Strong

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NANCY MILLS
A. MICHAEL MULLANE
HERBERT OLLIVIERRE
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DOROTHY THOMAS
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BARNEY WALSH
MANNY WILLIAMS

August 24, 1989

Domenic Bozzotto, President
Hotel Employees Restaurant Employees
International Union, Local 26, AFL-CIO
58 Berkeley Street
Boston, Ma. 02116

Dear Brother Bozzotto:

On behalf of the Massachusetts AFL-CIO, I would like to pass on my best wishes to you in your trip to Washington, D.C. for the affordable housing trust fund.

Just as I supported your Union's efforts during negotiations to achieve this goal, I am equally prepared to support you in this final phase. The affordable housing trust fund, which your members worked so hard to research and fought so hard to achieve, is a victory that all of Labor can be proud of.

Organized Labor has played a vital role in the success of every piece of socially responsible legislation in our Country. From Civil Rights to Social Security, Labor has stood strong and Affordable Housing represents that same Union commitment.

I will be glad to speak on behalf of the trust fund with any members of Congress and our brothers and sisters in the Labor community. Please feel free to contact me any time on behalf of the housing trust fund.

In solidarity,

Arthur R. Osborn

ARTHUR R. OSBORN
PRESIDENT

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LOCAL 26
JUSTICIA
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JUSTIÇA

LOCAL 26
Hotel Employees Restaurant Employees International Union AFL-CIO

58 Berkeley St., Boston, Massachusetts 02116
Telephone (617) 423-3335

esident-Business Manager
menic M. Bozzotto
ancial Secretary-Treasurer
ul V. Lanni

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ecutive Board
holas Cosmopoulos
ine Burke
e Bryant
ul Flynn
Silvestri
raine Sweet
ne Walker

August 23, 1989

Dear Arthur,

Attached you will find ths draft letter you asked me to prepare. Thank you for your cooperation.

In Solidarity,

Domenic M. Bozzotto
President / Busines Manager

Domenic Bozzotto
President
Hotel Employees Restaurant Employees
International Union Local 26 AFL-CIO
58 Berkeley Street
Boston, Ma 02116

Dear Brother Bozzotto:

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On behalf of the Massachusetts S~~tate Labor Council~~ AFL/CI I ~~wish~~ would like to you ~~success~~ in your trip to Washington D.C. for the affordable housing trust fund.

Just as I supported your unions efforts during negotiations to achieve this goal, I am equally prepared to support you in this final phase. The affordable housing trust fund, which your members worked so hard to research and fought so hard to achieve, is a victory that all of labor ~~is~~ can be proud of. *

I will be glad to speak on behalf of the trust fund with any members of congress and our brothers and sisters in the labor community. Please feel free to contact me any time on behalf of the housing trust fund.

Fraternally Yours,

John

one liner behind All of Labor is proud of

such as;

All of Americas major problems that have been solved have had Labor participation as a major role player

Affordable housing faces same demand, you ~~are~~ ~~[illegible]~~ we must ~~[illegible]~~

* Organized Labor has played a vital role in the success of Every Piece of Socially Responsible Legislation in our Country. From Civil Rights to Social Security Labor has stood strong and Affordable Housing Represents

COPE UPDATE

Local #26 Holds Long Distance Lobby

Over two hundred members of the Boston based Hotel and Restaurant Workers traveled to Washington, D.C. to lobby for a change in the Taft-Hartley Act that would allow housing as an issue in collective bargaining.

HERE #26's contract settlement with eleven Boston hotels included an affordable housing trust fund to which management would contribute. Members of the local met with Congressional leaders and staff to explain the importance of affordable housing to all working people during the four day trip that began on Sunday, September 10.

Massachusetts AFL-CIO President Arthur Osborn met with Local #26 President Dominic Bozzotto and Secretary-Treasurer Paul Lanni before the trip to provide contact people and arrange a meeting with Senator Edward Kennedy.

Local #26 members also met with national AFL-CIO President Lane Kirkland at the federation building. "The voice of the people shouldn't interfere with the legislative process or make it more problematic," said Kirkland. □

EDWARD M. KENNEDY
MASSACHUSETTS

United States Senate

WASHINGTON, D.C. 20510

October 27, 1989

Mr. James Farmer
88 Dix Street
Dorchester, Massachusetts 02127

Dear Mr. Farmer:

Thank you for your inquiry regarding the Hotel and Restaurant Employees Union housing trust fund. The local is to be commended for negotiating a creative approach to the affordable housing problem, and I hope that the requisite changes in federal law can be made so the trust can begin operation.

As you know, the local negotiated the language for the trust, but unfortunately included language requiring the Taft-Hartley Act be amended before the trust became effective. They further required that change be in place before May 30, 1990. What they may not have known is that amending this contentious law is extremely difficult, raising a serious risk that anti-worker amendments to it might not be able to be defeated.

I am attempting to pass the amendment required by their contract language, but also want to assure that other workers' rights are not jeopardized in the process. I will continue to seek the appropriate legislative vehicle which will accomplish both purposes.

As to information regarding the trust itself, I would recommend you contact the local union which negotiated the language. I am sure they will be happy to provide you with the details and plans for the trust operation.

Sincerely,

Edward M. Kennedy

EMK/rjl

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LOCAL 26

Hotel Employees Restaurant Employees International Union AFL-CIO

58 Berkeley St., Boston, Massachusetts 02116
Telephone (617) 423-3335

President-Business Manager
Domenic M. Bozzotto
Financial Secretary-Treasurer
Paul V. Lanni
Vice President
Janice Loux
Recording Secretary
Earlean Walker
Chaplain
Frank Hernandez
Trustees
Olivette Kilroy
Dorothy Thomas
Jerry Works
Executive Board
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Elaine Burke
Lillie Bryant
Paul Flynn
Al Silvestri
Lorraine Sweet
Irene Walker

74

November 12, 1989

President Arthur Osborne
Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President / Brother Osborne :

At a special Executive Board meeting called by President Bozzotto, the Local 26 leadership was informed that the National AFL-CIO has taken a public stand against opening Taft-Hartley to allow the Boston Hotel Workers to achieve their Housing Trust. President Bozzotto went on to inform us that this action was supported by the MSLC.

The Boston Hotel Workers will not allow this negative action by the National or Massachusetts AFL-CIO to deter or weaken their resolve.

When this matter was brought to the attention of the membership of the union at our regular union meeting on November 12, 1989, the response was overwhelming. A motion by Trustee Works to reduce our per capita payment from 5000 members to 1 member for both the state and Boston councils; and dedicate this money to the continuing fight for our dream of affordable housing for all working men and women, was seconded by myself and approved by all members present, over one hundred.

With the strongest of emotions and respect, I, Dorothy Thomas, resign from this great body in protest over the decision not to fully fight for our program of affordable housing.

Fraternally,

Dorothy Thomas

Dorothy Thomas
Trustee, Local 26

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MANNY WILLIAMS

November 14, 1989

Domenic M. Bozzotto, President
Hotel Employees - Restaurant Employees
International Union, AFL-CIO - Local #26
58 Berkeley Street
Boston, Mass. 02116

Dear President Bozzotto:

A November 12, 1989 letter from Dorothy Thomas, Trustee of Local 26 who is also a Vice President of the Massachusetts AFL-CIO stated that you informed a special Executive Board meeting of Local 26 that the Massachusetts AFL-CIO Council supported the action of a public stand by the National AFL-CIO against opening Taft/Hartley in order for your Local to achieve their Housing Trust.

Also, following that report the membership meeting voted to reduce the local membership in the Massachusetts AFL-CIO from 5,000 members to 1.

This unfair, blindsided, unilateral action by Local #26, H.E.R.E. is based on misinformation to say the least.

This State Federation has supported all of your proud Local's struggles since you took office including the present Housing Trust Fund efforts; as late as last week we publicized our efforts of support in our publication, the Labor Leader. (see enclosed)

To this minute, we know nothing of any action by the National AFL-CIO and have responded to every request for support you have requested.

This blow to Massachusetts Labor Solidarity must be

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BARNEY WALSH
MANNY WILLIAMS

November 15, 1989

Domenic Bozzotto, President
HERE - Local #26
58 Berkeley Street
Boston, Ma. 02116

Dear President Bozzotto:

Local #26 Secretary-Treasurer Paul Lanni called my office this morning and informed me that you will not be available to meet with the Massachusetts AFL-CIO Executive Officers on Thursday, November 16, 1989 as requested in our communication to you dated November 14, 1989.

I urge you to arrange your schedule to meet with the Executive Officers of the Massachusetts AFL-CIO Council any time between 8:00 A.M. and 4:00 P.M. on Friday, November 17, 1989 in order to clear up what we consider an unjust and unwarranted action taken by your Local Union against the Massachusetts AFL-CIO Council.

Please inform my office if you intend to comply with this request.

In solidarity,

ARTHUR R. OSBORN
PRESIDENT

cc: Mass. AFL-CIO Executive Officers
P. Lanni, Local 26 - Secretary-Treasurer
D. Thomas, Local 26 - Trustee

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P.S. - The meeting will be scheduled to be held at our office at 8 Beacon Street, 3rd Floor, Boston.

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LOCAL 26
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LOCAL 26
Hotel Employees Restaurant Employees International Union AFL-CIO

58 Berkeley St., Boston, Massachusetts 02116
Telephone (617) 423-3335

President-Business Manager
Domenic M. Bozzotto
Financial Secretary-Treasurer
Paul V. Lanni

Vice President
Janice Loux
Recording Secretary
Earlean Walker
Chaplain
Frank Hernandez
Trustees
Olivette Kilroy
Dorothy Thomas
Jerry Works
Executive Board
Nicholas Cosmopoulos
Elaine Burke
Lillie Bryant
Paul Flynn
Al Silvestri
Lorraine Sweet
Irene Walker

November 20, 1989

Arthur Osborne
President
Mass. AFL-CIO
8 Beacon Street
Boston, MA 02108

Dear President Osborne,

As President and Business Manager of H.E.R.E. I.U., Local 26, AFL-CIO, I cordially invite you and the Executive Officers of the Mass. AFL-CIO to attend Local 26's Executive Board Meeting on Tuesday, December 5, 1989, at 2:00 pm.

At that time we will discuss in full view of the decision making body of this Local, the controversy that now faces both our organizations.

Solidarity is a bell that rings loudest and clearest throughout this Local Union. There is no one that can deny that.

I urge you and your Executive Officers to make the necessary arrangements to attend this extremely important meeting.

Yours in Solidarity,

Domenic M. Bozzotto
President / Business Manager

cc: Exec. Officers

cc: Paul V. Lanni, Sec. Treas.
Janice Loux, V. Pres.
Local 26 Exec. Bd.

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MANNY WILLIAMS

November 30, 1989

Honorable Edward M. Kennedy
United States Senate
313 Russell Senate Office Building
Washington, D.C. 20510

Dear Senator Kennedy:

On behalf of the 400,000 working families represented by the Massachusetts AFL-CIO, we want to offer our congratulations and gratitude for your success in amending the Taft-Hartley Act.

Affordable housing and benefits in general have become major negotiating issues in all collective bargaining. The inclusion of housing as a bargaining item provides Organized Labor with another tool to address the needs of workers.

Your ability to win this legislative victory, overcoming adversity on the national and local levels is a testament to your deep rooted commitment to working families. While others doubted, the Massachusetts AFL-CIO firmly believed that only an elected official of your experience and compassion could achieve success with the Local 26 Housing Trust Fund and housing in general in this session of Congress.

Again, our heartfelt congratulations and thanks for your efforts.

Sincerely,

Arthur R. Osborn
ARTHUR R. OSBORN
PRESIDENT

Robert J. Haynes
ROBERT J. HAYNES
SECRETARY-TREASURER

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December 4, 1989

TO: ARTHUR R. OSBORN

FROM: JOHN

RE: HOTEL WORKERS, LOCAL 26, HOIUSING TRUST FUND - MASSACHUSETTS AFL-CIO ACTIVITIES

1. Meeting held on Wednesday, August 23 with Bozzotto, Lanni, Osborn, Haynes. We committed to assist Local 26 in all efforts to amend Taft-Hartley - asked Local 26 leadership to detail what actions Massachusetts AFL-CIO could undertake on the Local's behalf.

2. Provided a letter of support to be taken to Washington, D.C. for Local 26 lobbying efforts. (attached).

3. Arrange meetings with Kennedy and Kennedy's staff for Local 26 representatives.

4. Provide list of International Union COPE contacts for Local 26 Washington, D.C. effort at Bozzotto's request.

5. Continued contacts with Senators Kennedy and Kerry throughout process. (Letter from Kennedy to Farmer, dated October 27, attached.)

6. Local 26 table at State Convention, coordinated efforts at Massachusetts AFL-CIO rallies with Local 26.

7. Massacusetts AFL-CIO newspapers provided coverage of Local 26 Housing Trust Fund.

8. Through AFL-CIO Region VIII Director, Frank Mayers, communicated Massachusetts AFL-CIO support to national leadership.

9. Complied with all Local 26 leadeship requests as received.

EDWARD M. KENNEDY, MASSACHUSETTS, CHAIRMAN

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ORRIN G. HATCH, UTAH
NANCY LANDON KASSEBAUM, KANSAS
JIM JEFFORDS, VERMONT
DAN COATS, INDIANA
STROM THURMOND, SOUTH CAROLINA
DAVE DURENBERGER, MINNESOTA
THAD COCHRAN, MISSISSIPPI

NICK LITTLEFIELD, STAFF DIRECTOR AND CHIEF COUNSEL
KRISTINE A. IVERSON, MINORITY STAFF DIRECTOR

United States Senate

COMMITTEE ON LABOR AND
HUMAN RESOURCES

WASHINGTON, DC 20510-6300

December 4, 1989

Mr. Domenic Bozzotto, President
Local 26, HEREIU
58 Berkeley St.
Boston, MA 02116

Dear Domenic,

I thought you would be interested in the copy of S. 1949, attached. The chances for early action by the House look good right now, but we all will have to keep on top of it so it passes before the May deadline.

I want to extend my congratulations to you and the entire labor movement for bringing the housing trust closer to a reality. Without your hard work, and the hard work of both the state and national AFL-CIO, it would not have been possible for me to pass this in the Senate in the waning minutes of the session.

Now let's continue to work together to ensure passage by the House.

Again, my congratulations. Please pass on my thanks to your supporters and to Arthur Osborn at the state AFL-CIO for all they have done.

Sincerely,

Edward M. Kennedy
United States Senator

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MANNY WILLIAMS

December 5, 1989

Domenic Bozzotto, President
Hotel Employees Restaurant Employees
International Union, Local 26, AFL-CIO
58 Berkeley Street
Boston, Ma. 02116

Dear Brother Bozzotto:

In response to your letter dated November 20, 1989 inviting the Executive Officers of the Massachusetts AFL-CIO Council to your December 5th Executive Board meeting, we would first congratulate Local 26 and its Officers on its great victory in the U.S. Senate concerning the Affordable Housing Trust Fund.

The Massachusetts AFL-CIO is proud that we were able to play a positive role in the process. Our Senator, Ted Kennedy, once again proved to be a true friend of working people.

Unfortunately, HERE, Local 26 Executive Board recommended punitory action against the Massachusetts AFL-CIO Council, which Local 26 approved.

Upon receiving a communication from a trustee of your Local, Dorothy Thomas, who is also a Vice President of our Council, notifying us of this surprising action taken against the Massachusetts AFL-CIO Council, we immediately requested your appearance in order to explain the situation.

You have not only <u>not</u> answered our request but have invited us to a date and time certain meeting at your Local Union hall and whereas you have not complied with our requests for meetings dated November 14 and November 15, 1989, it would only confuse the issue by cross scheduling meetings; therefore we will be unable to comply with your request and we again ask you to appear before our Executive Officers to at

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least explain your actions against this Council so that we may conclude our deliberations concerning the unfair situation this great Organization has been placed in.

The least the State Organization deserves is fairness from a Local Union it served with dedication for many years.

In solidarity,

Arthur R. Osborn

ARTHUR R. OSBORN
PRESIDENT

Robert J. Haynes

ROBERT J. HAYNES
SECRETARY-TREASURER

Joseph M. Lydon

JOSEPH M. LYDON
EXECUTIVE VICE PRESIDENT

Joseph C. Faherty

JOSEPH C. FAHERTY
EXECUTIVE VICE PRESIDENT

James L. Farmer

JAMES L. FARMER
EXECUTIVE VICE PRESIDENT

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P.S. - Please inform us of your available times so that scheduling problems for our Executive Officers may be attended to.

cc: P. Lanni, Secretary-Treasurer - Local 26
D. Thomas, Trustee - Local 26 & Vice President, Massachusetts AFL-CIO Council

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BARNEY WALSH
MANNY WILLIAMS

December 8, 1989

Domenic Bozzotto, President
Hotel Employees Restaurant Employees
International Union, Local 26, AFL-CIO
58 Berkeley Street
Boston, Ma. 02116

Dear President Bozzotto:

The events of recent weeks have strained the relationship between Local 26, HERE and the Massachusetts AFL-CIO. There appears to be a major misunderstanding of the role played by this Council regarding these recent events.

The position of the Massachusetts AFL-CIO always has been and will continue to be to represent the affiliates in the best manner possible.

I have requested your presence at an Executive Officers meeting to explain your public pronouncements regarding the Housing Trust Fund issue. I made a request of our mutual friend, Tom McIntyre, to set up a meeting. (Unfortunately, this was not scheduled).

Because of your refusal to meet at the AFL-CIO's office, I have again asked Brother McIntyre to host a meeting between you and I to resolve our differences and to move together in true solidarity for the benefit of all the workers in this Commonwealth.

Please consider this letter a serious request to end this bickering which doesn't serve the best interests of anyone in the Massachusetts Labor movement.

In solidarity,

Arthur R Osborn

ARTHUR R. OSBORN
PRESIDENT

P.S. - This meeting should take place in the next few days.

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